



**EYE OPPORTUNITY GROUP**  
**26 CASTLETON WAY, EYE, SUFFOLK IP23 7BH**  
**Tel: 01379 870975**  
email: [eyeopportunitygroup@btconnect.com](mailto:eyeopportunitygroup@btconnect.com)

Registered Charity Number 287907

## **EQUALITY AND DIVERSITY POLICY**

### **1. General Statement of Policy**

The Eye Opportunity Group is committed to helping children with additional needs and their families and providing equal opportunities to all who come to the group as children, parents/carers or staff.

The Eye Opportunity Group is committed to treating all people equally and with respect, irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. We aim to create a safe and welcoming atmosphere for everyone.

### **2. Revision History**

This policy and related guidance will be monitored by the Management Committee on a regular basis for compliance and will be reviewed annually.

<b>Date approved or amended</b>	<b>Signed</b>
1 August 2019	Rosie Mack
23 November 2023	Laura Chapman

### **3. Equality Act 2010**

The Group will aim to work in accordance with all relevant legislation including the Equality Act of 2010. The purpose of this Act is to protect people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it is unlawful to treat someone.

We will aim to make any reasonable adjustments necessary in order to enable individuals to participate in our activities.

Discriminatory remarks are considered unacceptable and will be dealt with responsibly and sensitively. Our aim is to reassure victims and help those with prejudices to understand and overcome them.

We aim to recognise that many types of families successfully love and care for their children. All children and families will be respected and their individuality valued.

This policy will be implemented at all times by staff and volunteers.